Chapter 8

Developing Inclusive Policies for Remote Employee

WISDOM LEAF PRESS
A DIVISION OF ICAPSR

Sambit Ghosh[1] iD and Nancy Maddheshiya[2] iD

Abstract

The abstract is a mandatory element that should summarize the contents of the paper and should contain at least 70 and at most 150 words. Abstract and keywords are freely available in SpringerLink. 9 point font size should be used in the abstract and keywords. No academic titles or descriptions of academic positions should be included in the addresses. Either this information should be omitted altogether (preferably), or it should be included in a footnote at the end of the first page. Information of this nature, given in the addresses, will be deleted by our typesetters.

Keywords: Remote Employee, Work from Home, Policy, Organisation, Work-Life balance. Remote Work

Introduction

Work from home has been experienced enormously with the COVID-19 pandemic along with the introduction of A.I. and technology as well as it has changed the attitudes, and motivations of employees. The work concepts seems to be a huge hit among the employees and employers as this is a win-win situation for both the parties, but it has also observed the unwillingness of the employees to return to the office. Now the question arises regarding the changing work design and development should be diverse and productive with the effectiveness of manage and control. With the change in leadership concept, a huge effect in teamwork, team engagement, and organisational culture, has been observed. This shows the importance of the introduction of new HR policies [1]. The authors of this paper will look into these questions regarding remote work policies, and provide an comprehensive design, that will do justice to both principles of organisational policy and personal effectiveness of the employees. Our research paper will provide a demonstration regarding the effectiveness of work from home, examining the impact on work-life balance, and assessing the pre and post-pandemic effects on the overall work

[1]Uttaranchal Institute of Management, Uttaranchal University, Dehradun, India, sambitghosh444@gmail.com
[2]Uttaranchal Institute of Management, Uttaranchal University, Dehradun, India.

Corresponding Author
E-mail: nm02aug2002@gmail.com